



# United States Department of the Interior

## BUREAU OF LAND MANAGEMENT

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To: State Management Team

From: State Director

Subject: Participation in NTC Pathways and Leadership Challenge Courses

One of California's foundations for effectively dealing with workforce planning issues is to ensure we are actively participating in the employee leadership development courses offered at the National Training Center. Preliminary observations indicate that planned participation this fiscal year does not adequately reflect the investment we have made in recruiting new employees to our California workforce. I am asking each of you to aggressively work with your supervisory staff to identify and enroll appropriate personnel in these leadership development courses.

The following is a summary of enrolled participants by office for the first session of Pathways and Leadership Challenge this fiscal year.

### February Pathways Course:

CSO- 7	Norcal- 2	CenCal-1	CDD-3
Minerals-2 Support Services-5	Surprise	Bishop	Ridgecrest-2 El Centro-1

Leadership Challenge- April

CSO-0	NORCAL-2	CenCal-6	CDD-0
	Suprise	Bishop-4 Bakersfield-2	

I have asked Deena Wilson to be the focal point for California nominations to these two courses. You may forward suggested nomination to her at any time for the current year or out years and she will keep a running list of potential participants. This process should assist us in increasing our participation and ensure that we are investing in developing leadership skills in the employees who are joining the California workforce. We will continue to centrally fund participation in the Pathways Course and the NTC funds participation in the Leadership Challenge Course.

Attached is the NTC course summary for each of the courses.

Signed by:  
James Wesley Abbott  
Associate State Director

Authenticated by:  
Richard A. Erickson  
Records Management

Attachment:  
NTC Course Summaries